

SECTION A – INTRODUCTION

Member Staff as Chairman of the meeting addressed the gathering as under:-

Shri Umraomal Purohitjee, President/AIRF, Shri Shiva Gopal Mishrajee, General Secretary and other representatives of the AIRF, my colleagues in the Railway Board, I extend a hearty welcome to all of you to this meeting of PNM/AIRF.

This meeting will provide me an opportunity to meet the representatives of the AIRF coming from the Zonal Railways and discuss with them the issues concerning the Railway employees. Under the enlightened leadership of AIRF, I am sure we will continue to maintain the hitherto healthy tradition of solving the problems through mutual consultation, dialogue and discussions. It is this tradition that makes it possible to maintain excellent relations between the management and the employees resulting in industrial peace and harmony on the Railways leading to greater productivity and efficiency, thereby taking Railways to greater heights in the task of infrastructure development.

During the present fiscal year, a glance at the performance during first five months shows that we have been able to make significant addition to freight loading as well as number of passengers booked. During April to August 2009, we have carried freight traffic of about 358 million tonnes which is 6.54% higher compared to the same period of last year. Further, number of passengers booked during the period was approximately 3,075 million which is about 4.6% higher than passenger booked over the same period of last year. Our earnings till August of the year have been more than Rs. 33,382 crore which is about Rs. 1,746 crore i.e. 5.52% more than the last year's figure. As far as our working expenditure is concerned, for the same period of the current year it has been Rs. 23,413.44 crore against Rs.17,467.99 crore of the last year which is about 34% more. However, this increase is mainly on account of implementation of recommendations of sixth CPC.

On the safety front, a broad look reveals that till August of this year, there has been an improvement in safety scenario as total number of consequential accidents has decreased to 61 from 77 during the same period of last year. Going by type of accidents, the number of collisions and

accidents at unmanned level crossings has decreased. However, the incidents of fire and manned level crossings have slightly increased from 1 to 2 in both the cases whereas the no. of derailments remains at 34. Cause-wise analysis of accidents shows that 31 accidents i.e. 50.82% were because of failure of railway staff and 22 i.e. 36.07% were because of failure of other than Railway staff.

I would also like to share with you some of the recent developments made by the Railways in various fields.

The country's first-ever non-stop Super fast Train Sealdah-New Delhi Duronto Express was flagged off on 18th September, 2009 by the Hon'ble MR. This is first amongst a total of 12 Duronto Express Trains to be run across the country.

Moving towards world-class railways, the newly constructed New Delhi Railway Station Complex (Ajmeri Gate) has been inaugurated by the Hon'ble Minister on the 15th September, 2009. The three storied complex has been constructed at a cost of Rs. 25 crore and can be further raised to 5 stories in future, whenever required. The number of platforms has also been increased to 16 and various facilities for the passengers have been provided.

Modernization and technological up-gradation of the railway system is one of the thrust area of the 11th Five-year plan. It is an on going process and various modernization activities covering passenger business, freight business and other areas were identified for implementation in the Integrated Railway Modernization Plan (IRMP) for the period 2005-10. The plan aims to improve safety in signaling systems as well as to improve telecom infrastructure. These modern technologies and systems not only prevent failures and human errors, such systems also enable the detection of failures like rail fractures, other equipment failures, obstruction of track etc.

The first phase of goods booking through computer has been completed and now more than 70% of goods loaded on Indian Railways are being booked through computer. Implementation of second phase to cover the balance goods-booking through computer is going to commence shortly.

In a large organization like Indian Railways, vacancies are likely to exist at any point of time. However, to fill up these vacancies, General Managers of Zonal Railways have been instructed to place indents with

Railway Recruitment Boards to fill up Group 'C' vacancies and Railway Recruitment Cells to fill up Group 'D' vacancies. During the period 01.04.2008 to 31.03.2009, a total of 47,068 vacancies were filled up on Indian Railways.

For promotion to all vacancies as existed on 31.08.2009, revised classification and mode of filling up of vacancies in non-gazetted cadre have been issued vide Board's letter No. E(NG)I-2008/PM1/15 dt. 03.09.2009.

It has been decided vide Board's letter No.2005/H-1/12/34 Pt. dated 29.06.2009 to further extend the scheme of "Honorary Visiting Specialists" in all the railway hospitals all over the Indian Railways from 01.07.2009 to 30.06.2011.

It has also been decided to enhance the rate of monthly remuneration payable to medical practitioners/dental surgeons engaged on contract basis (CMPs) by the Railways. Necessary orders regarding enhanced rates of remuneration have been issued vide letter No.2007/E(GR)II/1/1Pt. dated 13.08.2009.

There are some apprehensions about outsourcing. But it needs to be understood that outsourcing and PPP modes of projects are primarily for generating the funds required for infrastructure development of Railways. Indian Railways are short of about Rs. 90, 000 crore of funds for 11th Five Year Plan and we have to find ways and means to garner these funds through PPP or other alternative methods of financing. A meeting had been held recently in Planning Commission wherein discussions were held on finding sources for funding of Plans.

There is also some concern in field about 10-hr working. I have addressed all the GMs and they are going to have a close watch on this activity.

Consequent upon adoption of revised pay structure involving merger of scales as recommended by 6th CPC and as accepted by the Government, it has now been decided by Board to set up a Cadre Restructuring Committee. Both the Federations have also been asked to nominate their members and advisers to the said Committee.

This year staff amenities fund which is 444 crore is 53% more over last year. Similarly, staff quarters fund allotted is Rs. 335 crore which is

68% more over last year. We are going along with the all around welfare of staff by setting up Nursing/Medical colleges. We are also thinking setting up of Kendriya Vidhyalaya at a number of locations all over the country in collaboration with Ministry of Education. Welfare of Staff and their families is, therefore, uppermost in our mind.

Before I finish, I must acknowledge a very positive and constructive role played by AIRF in the progress, growth and development of IR.

I am looking forward to a meaningful discussion during the course of which I am sure we will be able to resolve many important issues.

Thanks.

Shri Umraomal Purohit, President/AIRF

Indian Railways has always emerged to improve. He expressed concern on the over-capitalization of the Indian Railways, quoting example of the Japan Railway. He stated that many Railways in the world have collapsed due to their privatization/over-capitalization. I can tell you one thing that the investment in the Indian Railways is quite safe. If Railway Board issues bonds and takes money from the retired railway employees, good mobilization can take place and a reasonable interest rate can also be paid to them. So far as operation, maintenance of the Indian Railways and utilization of rolling stock is concerned, we are best.

He also raised the issue of outsourcing of various activities of the Railways. He also raised question of funding of various projects of the Indian Railways. So far as Railwaymen are concerned, they are fully dedicated to their duties and everybody knows his responsibility very well. Implementation of the report of the Group 'D' Staff Promotion Committee (Ansari Committee) should be discussed jointly at the earliest. Long-long ago a similar Committee was constituted, known as G.D. Tapase Group 'D' Staff Promotion Committee.

Gangman, Keyman, Gateman continuously work from 6:30 am to 6:00 p.m. without any rest, which is complete violation of Labour Laws and also against natural justice. Breakdown Allowance has been provided to other categories staff except Gangman. Gangman is made responsible for each and every accident. Prior to implementation of VI CPC, CCA was

counted for the purpose of payment of Overtime Allowance. Now CCA has been merged with the Transport Allowance, as a result of which, Railwaymen are facing financial loss. Reference must go from the Railway Board to the DoP&T that the issue should be resolved by counting some part of Transport Allowance for the purpose of payment of Overtime Allowance. Transport Allowance is being paid to Railwaymen, working in the National Capital Region(Ghaziabad), Faridabad, Ballabgarh, Gurgaon, at Class `B` City rate while they are getting HRA and CCA at New Delhi rate(`A` Class City). A reference should go to DoP&T from the Railway Board for the payment of Transport Allowance at `A` Class City rate instead of `B` Class City rate in such locations.

He thanked the Official Side(Railway Board) for appointing Cadre Restructuring Committee. He also stated that Grade Pay Rs.4200(Rs.5000-8000 - V CPC)) should be paid to Master Craftsman. Care should be taken while fixing percentage of MCM in Cadre Restructuring, as MCM of Defence PUs, after recommendations of Fast Track Committee, are placed in Rs.5000-8000(GP Rs.4200) and were given 15%, whereas in our case, it is 8% only. The process of Cadre Restructuring should be started as soon as possible.

He also raised the issue of payment of KM at the revised rates w.e.f. 1.1.2006 to the Running Staff.

He assured the Official Side about fullest cooperation of the Railwaymen and the Federation.

Shri Shiva Gopal Mishra, General Secretary/AIRF

I am thankful to you that you have appreciated the Railwaymen for bringing freight, passenger earnings and have been increasing productivity. Issues which Federation raised remain hanging very long. Some agenda items are still pending since a long time. Issues raised in one of the PNM meetings should be resolved till next PNM meeting. Long pending of the issues lost their importance. In many of the cases when we go through, Railway Board replies - the case is put to full Board. Format of PNM Forum should be changed. At least for two hours in the morning, full Board should come to the meeting. The issues remain unresolved for long time and the blame is made on the Federation. Either powers of the full Board should be given to the Member Staff Railway Board or full Board should attend the meeting. There is a need of improvement in the safety. Safety should be

taken as a movement, not only at the zonal level but also at the grassroots level. Filling-up of vacancies is one of the major issues. How trains can be run safely. Some new method should be introduced so that vacancies can be filled early. These vacancies should be filled-up immediately. In the year 2003, Safety Seminars were hold. Letter was issued from the Railway Board that no trains should be introduced without improvement in the infrastructure, rolling stock as also without addition of the required manpower. Railway Board should take considered decision in the matter. In many of the places, on the name of on-board services perennial nature works have been outsourced. Either fare should be increased or it should be treated as infrastructure. Government should invest money for the development of the Indian Railways keeping in view the China Model.

In some Railways, compassionate ground appointments are not being given in Grade Pay Rs.1800 to Group 'D' staff, they should be advised to appoint compassionate ground staff in Grade Pay Rs.1800.

In Agra Division of North Central Railway, Proforma Fixation benefit has been given to the staff but proforma seniority has not been given, resulting in discontentment amongst the staff. In Wagon Factory, Samastipur, no work has been done due to lack of material. In Amritsar Workshop, work is being outsourced.

Earlier also, the issue of Transport Allowance to the staff of Rynapadu Workshop using Workmen Trains was raised in the DC/JCM meeting held on 27-28 August, 2009. This should be resolved at the earliest. Cadre Review of the staff till 30.03.2009. Message should go from the Railway Board that Cadre Review should not been done till Cadre Restructuring is finalized.

Act Apprentice Scheme should also be introduced in the open line to bring more and more young blood. For the betterment of tracks, Apprentice Trackman should be recruited by giving preference to the sons/wards of railway employees.

The issue of Grade Pay Rs.4600 and 4800, referred to the DoP&T by the Railway Ministry, should be resolved as soon as possible. Many committees have been constituted. Minutes of the meetings held jointly/separately are being delayed inadvertently. Condition of the railway quarters is very poor. Without discussing the issues with the Federation, the

matter is referred to other ministries. PNM Machinery has come into existence for addressing grievances of the Railwaymen.

Harnaut Coach Factory should be made functional to cater the need of POH of coaches and wagons of E.C. Railway.

Since VI CPC has brought down pensionary benefits at 20 years of service, Complimentary Pass to Trackmen and Group 'D' staff should also be brought to 20 years service.

Safety Related Retirement Scheme should be liberalized and extended to other categories staff also. Though we are thankful that the Adviser(Infrastructure), Railway Board, had told us that operation and maintenance of new projects under PPP/JVs, operation and maintenance will be done by the Railwaymen but it should be ensured that there should not be any violation in this regard.

Incentive to the staff working in the Workshops and PUs is still lingering in the Railway Board Office. This should immediately be finalized.

On some of the Railways, Overtime Allowance based on the new rates is not being paid which is a violation of HOER. This should immediately be paid without waiting for the report of the committee appointed by the Railway Board on Overtime Allowance.

Shri Rakhal Das Gupta, Working President/AIRF

Sri Das Gupta raised the question of functioning of the Permanent Negotiating Machinery. In that he cited an example how the matters are dealt with. Item No. 20/2006 of last PNM meeting held with the Railway Board was treated as closed on the assurance that due action would be taken. Unfortunately no action has yet been taken after lapse of 12 months and this also did not appear in the ATS also. He requested that action in this regard may please be taken without any further loss of time.

Sri Das Gupta referred that in the wake of Strike Negotiation during January & February, 2006, it was agreed that a High Powered Committee would be appointed to review the duty hours of running as well as other safety categories of staff. But the High Powered committee has not yet been appointed. Even the existing provisions of HOER are being flouted. Staff

specially the Running staff are being compelled to work beyond specified hours. The duty hours of continuous workers are being de-classified from continuous to EI without any job analysis.

Sri Das Gupta mentioned that violating Addl. Member, Railway Board's D. O. letter of 26.04.06 manned posts, safety posts, promotional posts are being surrendered and violating the provisions of Contract labour (Regulation & Abolition) Act, 1970, perennial nature of jobs, even manned posts are outsourced declaring staff surplus. He said while there has been increase in the number of Gr. 'A', posts of Gr. 'C' & 'D' are being surrendered indiscriminately.

He said that additional posts of additional work load should be created and vacancies should be filled up.

Sri Das Gupta pointed out that staff working in Road Side stations and Gang huts are being denied medical facilities. Large number of posts of Doctors and Paramedical staff are lying vacant. He also mentioned that there has been abnormal delay in the matter of reimbursement of medical expenses. He said that whenever bills are approved by the Medical Department, the Accounts department raised uncharitable objections even on medical matters. He demanded that a joint meeting be held with FC, Member Staff & DG/RHS and the AIRF be held to sort out the matter.

Sri Das Gupta raised a serious concern about abnormal delay in the matter of setting up of Medical Board and acceptance of its report. He cited example that in N. F. Railway, one lady worker was declared 100% blind by the Medical Board as well as by Sankar Dev Netralaya, Guwahati where the case was referred by the Railway and after that also the lady was sent to Bicular Hospital, Central Railway, where also she was declared 100% blind. He mentioned in such process staff are running LWP for months together causing untold economic sufferings. He requested the Railway Board to streamline the matter so that the delay and harassment is eliminated.

Sri Das Gupta said that recognition of Guwahati Neurological Research Centre (GNRC) should continue and requested for granting of recognition of Lower Assam Hospital & Research Institute, Bongaigaon for medical treatment.

Sri Das Gupta said that there has been abnormal delay in the matter of alternative appointment to the medically de-categorised surplus staff categorised C-2 medical classification as almost all such posts have been declared as redundant.

He also said that physically challenged wards of Railway employees waiting for Compassionate Ground appointment have been facing serious difficulties in the matter of appointment.

Sri Das Gupta mentioned that 'Confidential Report' has since been changed to 'Personal Appraisal Report' by the DOPT but the same order has not been adopted in the Railways.

Sri Das Gupta pointed out that the Railway Board vide their letter No.PC - V/2004/ACP/1 dated 31.03.04 have issued order that 50% CLCPC period should be counted as service for the purpose of ACP but the same order has been reversed vide Railway Board's letter No. PC-V/2009/ACP/2 dated 10.06.09. He stated that the Railway Board's order of 31.3.04 should be restored.

Shri J. R. Bhosale, Treasure/AIRF

No instructions have been issued from the Railway Board in case of running staff as to how they can be posted in the stationary posts. Orders should go to the Railways to this effect. He stated that anomaly has been done in fixation of pay of Loco Inspectors. Long absent vacancies should be filled-up immediately. Medical invalidated retired railway employees are being debarred from the medical facilities. They should be allowed medical facilities till they join RELHS. Inordinate delay has taken place in providing compassionate ground appointment to the wards of 42 railway employees. The matter should be resolved early. He requested the Official Side to increase the amount for purchasing shoes to Gangmen. He also raised the issue of passes to Group 'D' staff. He suggested that Raincoats to Gangmen should be in two pieces so that it is easy to wear and Gangman will not find any difficulty while working.

SECTION B - ITEMS

DG/RHS

**43/2004: SUPPLY OF DIET TO T.B., LEPROSY, MENTAL AND
CANCER PATIENTS IN RAILWAY HOSPITALS.**

For different ailments and various scales of pay, a proposal regarding supply of diet is being formulated which will be shared with the Federation for suggestions.

**38/2006: CONVERSION OF HEALTH UNIT/DOS/ECR AS
POLYCLINIC HOSPITAL.**

Federation was informed that CMD/ECR has been advised to take decision at their level in consultation with the GM and then send the proposal to Board's office for administrative approval.

**47/2006: EXTENDING THE BENEFIT OF RELHS TO THE
SUPERANNUATED RAILWAY EMPLOYEES.**

This is under examination.

55/2006: REIMBURSEMENT OF MEDICAL EXPENSES.

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18/2008: REIMBURSEMENT OF MEDICAL EXPENSES.

A meeting by DG/RHS with ARIF was held on 07.07.2009. Further action as per record note of discussions, which has already been finalized & circulated, is under process.

**28/2008: Medical fitness of railway employees with Intra-Ocular
Lens(IOL) – Amendment in para 512(10) of IRMM, 2000.**

Federation desired that the last para of Board's letter No.2002/H/5/1 dated 25.03.2009 be withdrawn. This will be examined.

13/2009: (i) Regularization of part-time Homeopathic/Ayurvedic doctors in the Indian Railways by appointing/absorbing in the Railways as Railway Servant.

(ii) Granting of Honorarium up to Rs.20,000/- p.m. and facilities of free medical, railway accommodation, first class Pass/PTO alongwith the family members to part-time Homeopathic/Ayurvedic doctors.

The matter will be examined.

EDPM

10/2008: Manning of UTS and PRS Terminals by Commercial Staff – Reg.

A Committee has been set up which will look into the matter. The Federation requested the official side to resolve the issue early.

11/2008: Issue of duplicate ticket in lieu of lost/misplaced/torn/mutilated reserved tickets.

This will be further examined.

25/2008: Provision of berths for Guards/Crew working spare.

This will be discussed in a separate meeting with Board (MT).

23/2009: Earmarking of Reservation Quota for cancer patient.

This will be discussed in a separate meeting with Board (MT).

EDCE(G)

16/2005: Package of allowance to Gangmen.

This will be discussed in a separate meeting with Board (ME)

ED(Works)

35/2006: GRANT OF INCENTIVE TO RAILWAY EMPLOYEES DEPUTED ON GAUGE CONVERSION PROJECT OF LUMDING-SILCHAR SECTION OF N.F. RAILWAY.

It was agreed that the letter of GM/Con/NF Railway would be considered by the full Board for taking further decision in the matter.

Adv.ME(W)

35/2004: MERGER OF 50% OF DEARNESS ALLOWANCE / DEARNESS RELIEF WITH BASIC PAY/PENSION TO THE CENTRAL GOVERNMENT EMPLOYEES-CLARIFICATION REGARDING HOURLY RATES OF INCENTIVE BONUS.

Necessary orders issued vide Board's letter No. 2008/M(W)/814/38 dated 29.10.2009.

(Closed)

Adviser(L&A)

59/2006: Maintenance of Railway Colonies.

A meeting was held on 09.03.2009 between Board (ME) and General Secretary/AIRF. The finalization of record note of discussions of the above meeting will be expedited.

ED(T&C)

56/2006: Indian Railway Tourism and Catering Corporation –Catering staff on deputation.

Minutes of the meeting will be given to the Federation.

Adviser(Infra)

58/2006: Privatisation/Contractorisation/Outsourcing/offloading of various activities of the Indian Railways.

This was discussed in a separate meeting with Adviser (Infra) and Adviser (IR) on 05.10.2009. The Record Note of Discussion is under finalization.

EDRS(G)

40/2006: PROPOSAL FOR CLOSURE OF PRINTING PRESSES ON THE BASIS OF WORK STUDY REPORT OF 2006.

Keeping in view MR's Budget Speech, the issue will be reviewed.

EDF(X)II

2/2006: Refund of Security Deposit.

The Federation stated that the policy needs a review. This will be examined.

EDCE(B&S)

25/2009: Bridge Organization of N.F. Railways.

This will be examined.

ED(T&MPP)

27/2006: SURRENDERING HIGHER GRADE POSTS.

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22/2008: SURRENDER OF POSTS – FILLING UP OF VACANCIES.

It was agreed to reiterate the instructions issued regarding surrender of posts in 2006. It was also agreed to review those posts where Railways have surrendered higher grade posts affecting the promotion chances of staff.

9/2009: Recruitment of Act Apprentices in open line establishment/sheds/depots.

It was agreed to expedite the clarification from Ministry of Labour, after a joint survey with the concerned establishment where the apprentices have to be trained.

17/2009: Upgradation of the facilities in the Zonal Railway Training Schools/Centres.

The Federation agreed that training was given its due importance and adequate allocation of funds has been made towards training. It, however, needs to be monitored that the funds meant for training are utilized for the purpose they are meant.

Federation requested the official side to give Bhuli ZTI to East Central Railway for better appreciation of the problem and maintenance. This will be examined.

28/2009: Non-supply of Railway Board's orders on policy matters to be Federations.

Necessary instructions have been reiterated vide No.E(LR)/2007/JCM2-3 dated 07.10.2009 to all Directorates in Board's office to ensure that copies of all important orders, policy letters, circulars, instructions etc. are invariably endorsed to the Federations.

(Closed)

EDPC-II

42/2001: Designation of Lab Staff in Medical Deptt.

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39/2006:(i)Change in designation of official language translator.

(ii)Re-designation of guard's category.

These will be considered alongwith the general redesignation of posts consequent upon implementation of 6th CPC.

13/2008: Non-Implementation of restructuring orders by the Matunga Workshop (CR) in the case of Mistry (Supervisor) Rs.4500-7000 + Rs.100 (Special Allowance).

In terms of para 13(a) of Board orders No. PC-III/2003/CRC/6 dated 09.10.2003, all posts of Supervisors(erstwhile Mistris) in scale Rs.4500-7000 + Rs.100 SA (excluding Supervisors/P.Way) were to be upgraded enbloc to the posts of JE-II in the pay scale Rs.5000-8000 and merged with the respective cadre of Technical Supervisors with required matching savings and filled up as per procedure given in para 13.2 of Board's orders ibid. In view of the above instructions, the issue is to be resolved at Zonal Railway's level.

26/2008:Upgradation of Horticulture staff.

The official staff stated that the recruitment criteria, AVC and grade structure of Horticulture inspectors not being analogous to Technical Supervisors, it is not feasible to extend percentage distribution as available to Technical Supervisors in last restructuring to Horticulture Inspectors. However, based on recommendations of 6th CPC as accepted by Government, orders for grant of higher grade pay of Rs.4600 to Horticulture Inspectors in pre-revised Rs.6500-10500 as indicated therein have been issued. Federations then suggested that as this category is very small it be merged in the mainstream. Staff Side to give proposal in this regard. Thereafter consent of other Federation will be taken.

8/2009:Incorrect implementation of Railway Board's clarification issued vide Board's letter No.PC-VI/95/NFIR/I dated.26.09.1995 in regard to upgradation of ALF Rs.1600-2660 to Rs.2000-3200 on Western Railway.

Under examination.

11/2009: Upgradation of pay scales of Stenos, Divisional Cashier, Paramedical Staff (such as Health and Malaria Inspector), Radiographer, etc from Rs.6500-10500.

Orders issued for Sr.Divisional Cashier, Sr. Console Operator and Horticulture Inspector.

With the issue of Board's letter no. PC-VI/2009/I/RSRP/8 dated 22.12.2009 the item may be treated as closed. **(Closed)**

14/2009: Allotment of proper pay scale for the category of Sr. P.Way Supervisor-removal of discrimination.

Copy of Board's letter No.PC-III/2004/CRC/1(Pt.1) dated 14.06.2007 given to Federation. Item closed.

(Closed)

29/2009: Restructuring benefit to isolated categories of Engineering departments.

Issue is to be resolved at Railway's level as per extant instructions. Copy of Board's letter No.PC-III/2006/CRC/10 dated 01.03.2007 issued to Central Railway in this regard given to Federation. Item closed.

(Closed)

EDTT(F)

20/2009: Rest Rules for Running Staff.

It was pointed out by the administration side that data obtained from five Zonal Railways shows that the absence from headquarters ranges from 10 hours to 60 hours. Utmost efforts will be made to reduce the duration of absence of the running staff from their headquarters to the extent possible. However, it will not be operationally prudent to restrict this duration to 24 hours as demanded by the Staff Side.

It was decided that the Zonal Railways will monitor all cases of absence of more than 36 hours with a view to restrict such absence within reasonable limits.

EDF(E)

24/2005: Continuance of Washing Allowance to Dressers/Operation Theatre Assistants.

Instructions for restoration of washing allowance to Dressers and Operation Theatre Assistants have been issued vide Board's letter No. F(E)-I/2005/AL-29/2 dated 14.11.2009.

(Closed)

48/2006: Washing Allowance to all Railway Employees who are supplied uniforms.

The matter will be examined further.

5/2009: Admissibility of Daily Allowance to Staff Car Drivers.

The matter is under consideration.

7/2009: Reckoning of officiating pay for pensionery benefits to staff working in the Construction Organisation.

The matter has been further discussed in a separate meeting held on 16.10.2009 by Adv(Staff) with the Federations.

15/2009: Extension of scope of family pension to unmarried daughters and widowed/divorced daughters of Railway Servants/Pensioners.

During deliberations it was pointed out that the extant provisions do not warrant any dilution. However, it was agreed that efforts should be made to suitably capture all details of the employee's family and dependents at the time of retirement so as to avoid any inconvenience after the employee's demise.

(Closed)

EDPC-I

25/2004: GRANT OF SELECTION GRADE (NON-FUNCTIONAL) RS.7500-12000 IN FAVOUR OF TGT TEACHERS – REG.

It was explained that the selection grade granted to TGTs without having the requisite qualification of post graduation in the same discipline in which they were teaching instead in any other discipline was to be necessarily withdrawn. Hence restoration of the lower grade was in order. The Federation, however, maintained that 'reversion' to lower grade could not be retrospective and the same should be done w.e.f. the date when the clarification was issued. It was clarified that selection grade was not a promotion and hence there was no 'reversion' as maintained. The staff side mentioned about a court case and specific cases of South Central Railway. It

was informed that Railway Board were not aware of any court case but the facts would be ascertained for a just and fair settlement of the matter.

5/2006: AVENUES OF PROMOTION OF SENIOR SUPERVISOR IN SCALE S-13 TO S-14 GROUP 'B' (GAZETTED) ON RAILWAYS.

The case will be put up to Board. This is also a DC/JCM item.

12/2006: ASSURED CAREER PROGRESSION(ACP) SCHEME FOR RAILWAY SERVANTS – CLARIFICATION REGARDING PROCEDURE IN RESPECT OF SELECTION POSTS.

The position as maintained in Board's letter No. PC-V/2006/PNM/AIRF/1 dated 6.01.2009 wherein the demand of the Federation was not agreed to, was reiterated. The Federation, however, wanted the case of staff who officiated for 30 days after selection for ACP benefit to be specifically examined for exemption from repeat selection procedure.

52/2006: GRANT OF INCENTIVE TO THE ACCOUNTS STAFF VERIFIERS ON PASSING THE APPENDIX IV-A EXAMINATION.

The incentive benefit to Accounts Stock Verifiers has since been revised and instructions issued vide Board's letter No. E(P&A)I/2007/FE-I-2/1 dated 24.3.2009.

(Closed)

4/2008: Incentive to the staff of ART/ARME staff .

Incentive to the staff of ART/ARME since revised and instructions issued vide Board's letter No. E(P&A)II-2007/FE-4/3 dated 25.9.2009. The item is closed.

(Closed)

16/2008: Assured Career Progression Scheme applicable to Motormen of BCT division of Western Railway.

It was explained that the ACP benefit was extended to all direct recruit motormen of BCT division of Western Railway as per provisions of the Scheme and only those who were promoted from the rank of drivers might not get the same benefit as the direct recruits. The staff side informed

that all motormen on BCT division including erstwhile drivers were actually direct recruits and hence they must get the same ACP benefit. It was maintained that if the assertion of Staff side were correct the decision in r/o all direct recruit motormen will hold good and applicable to all motormen. It was decided to verify and confirm this position.

30/2008: Voluntary Retirement of Drivers and Gangmen.

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10/2009: Liberalization in the Safety Related Voluntary Retirement Scheme.

It was informed that the Safety Related Retirement Scheme is under review. Federation requested that the review be expedited.

2/2009: Modified Assured Career Progression Scheme (MACPS) regarding issue of fixation of training period of Junior Engineer (JEs) on Railways for MACP.

It was clarified that the training period of JEs was similar to apprenticeship period and the probation of JEs commences after completion of training period and their posting on working posts. The period of training, therefore, is pre-appointment in nature and does not qualify for career progression benefits under ACP/MACP Scheme. Further, the training period being contractual in nature qualifies for pension benefits in terms of Indian Railway Pension Rules. The Federation maintained that the training period being eligible for Pension, annual increment etc. must qualify for ACP/MACP benefits and that the Ministry of Railways should decide the matter themselves rather than seeking advice from DOP&T. It was, however, maintained that DOP&T are the nodal Ministry/Department in this regard and the position explained was based on the advice /confirmation of DOP&T.

The item may be treated as closed.

(Closed)

6/2009: Extra Ordinary Leave in continuation with Maternity Leave taken without production of proper medical certificate.

It was explained that the rules regarding grant of leave in continuation of maternity leave and treating the leave period as qualifying service for

pension benefits were different sets of rules based on justified rational criteria. The two sets of rules could not be misinterpreted to consider pension benefits for the period not treated as qualifying service. The Staff side, however, asserted that the clarification issued in this regard in 2001 contradicted earlier instructions on sanction of leave and hence recoveries made from staff should be waived. It was explained by Official side that the matter was specifically referred to DOP&T and it was not possible to waive the recovery of overpayment made in these cases. On repeated insistence of Staff side it was decided to call for specific details of the cases from Central Railway if not already available with Railway Board.

12/2009: Grant of PCO Allowance/Incentive Bonus to technical staff supporting shops/Sections (including CMT/C&M Lab.), Drawing/Design, I.T. Power Supply and Stores etc.) – in Railway Workshops and Production Units- Treating them as part of Inspection, Planning & Progress wings of PCO.

It was clarified that the PCO allowance is granted to staff drafted from shop floor in order to compensate them to some extent for loss of incentive bonus. Hence, logically it is not available to staff who are not drawn from shop floor for posting in PCO. The Federation demanded to hold a meeting with the Adviser ME(W) and EDPC-I, to which official side agreed.

16/2009: Granting of Additional Allowance in favour of Loco and Traffic Running staff – extension of recommendation of VI CPC.

The position was explained with reference to post Sixth Pay Commission pay structure of loco and traffic running staff and it was clarified that the special allowance was granted to provide benefit to staff due to merger of scales of pay. Further, grant of this allowance to other categories will disturb the present relativity among them and will create more difficulties.

However, the Federation (Sh. J.R. Bhosale) requested a separate meeting with EDPC-I.

24/2009: Injustice against Artisan Apprentices –Non-enhancement of stipend.

It was clarified that the compassionate appointments against posts with apprenticeship period carry stipend while those with regular appointment are provided regular salary. There is thus no injustice against any category of compassionate appointees. Further, the stipend rates were duly revised after introduction of Sixth CPC pay structure.

(Closed)

26/2009: Revision of rates of various allowances and entitlement of passes as a result of VI CPC.

The position in respect of each of the 8 items was explained as under:

- i) **Rates of incentive bonus to Workshop staff:** Under process for issuing necessary instructions.
- ii) **Pass Entitlement:** The matter is under consideration.
- iii) **Overtime Allowance:** A Committee has been constituted to examine the issue.
- iv) **Medical Allowance to retired Railway employees residing 2.54 km. from the periphery of Railway Hospital/Health Unit:** No instructions regarding enhancement in the rate has been received from Department of Pension & Pensioners' Welfare, which is the nodal department. As such, it is not feasible to take unilateral decision in the matter.
- v) **Breakdown Allowance:** Revised rates have been notified vide Board's Letter No. E(P&A)II-2007/FE-4/3 dated 25.09.2009.
- vi) **Allowances in lieu of Running Room facilities to the running staff; and**
- vii) **Trip Allowance for working in high speed trains:** The revised rates are under issue.

- viii) **Scheme for immediate relief to the family of Railway servant died while in service:** Matter is under examination.

ED/Accounts

15/2008 :Payment through bank/ECS.

Since clarifactory instructions have been issued from Board, the item is treated as closed.

(Closed)

24/2008 Timely conduction of Appendix-3(IREM) Examination.

It was explained to the Federation that the system of evaluation has been changed to reduce process time in conduct of Appendix-III (IREM exam). Result of previous examination has already been declared on 12.11.2008. In view of the action taken, the item is treated as closed.

(Closed)

1/2009: Grant of Family Pension to physically/mentally disabled children/dependents of Railway employees.

Federation was apprised of the various provisions available on the subject. It was decided that the extant provisions would be reiterated to the Zonal Railways in a consolidated manner.

EDE(N)

43/2002: REVIEW OF SYSTEM OF CONSTRUCTION RESERVE POSTS FOR NON-GAZETTED STAFF.

Follow-up-separate meeting, in terms of deliberations held in the last meeting, convened on 16.10.2009.

21/2006:INDUCTION OF TRACKMEN, SAFAIWALAS AND STORE KHALASIS INTO THE WORKSHOPS, TRAFFIC AND COMMERCIAL DEPARTMENTS.

Instructions have been issued on 21/10/2009 for sparing of Trackmen, within the ambit of extant instructions. As desired by the Federation, the matter shall be reviewed further.

Item No.5/2008: Merger of Cash and Pay staff with Accounts staff of Indian Railways.

The Federation was informed that merger is not administratively feasible. However, staff of Cash & Pay Department can seek absorption in Accounts Department, on qualifying Appendix-II Examination. The issue of surplus staff shall be taken care of by the concerned Railways.

4/2009: Loss in privilege and service conditions on absorption in alternate employment of medically de-categorized Running Staff in grade Rs.5000-8000.

It was informed that consequent upon the 6th CPC's recommendations, the matter needs to be considered afresh. Accordingly, a Committee shall go into the entire gamut of issues involved, including the instant case.

19/2009: Grant of temporary status to the casual labours recruited during RCF Project (01.08.1986 to 31.12.1991).

The Federation contended that the erstwhile project casual labour were subsequently absorbed by RCF, thereby justifying grant of temporary status after completion of 120 days, instead of 360 days, being open line casual labour. The matter shall be reviewed.

22/2009: Extending 2nd chance of Psychological Test in respect of persons promoted to the category of Asstt. Station Master and Asstt. Loco Pilot.

The matter has been discussed in a meeting with the Federations by Adv.(Staff) and Adv.(Safety) on 16.10.2009. Record Note of discussions referred to the Federations for vetting.

27/2009: Appointment of compassionate grounds- acquisition of higher qualification.

The Federation was informed that necessary clarifications have been issued to Central Railway vide Board's letter of 17.09.2009. A copy of the letter was given to the Federation during the meeting. Item treated as closed.

(Closed)

30/2009: Removal/lifting of age bar from LDCE/Talented Quota Selection from Technician to Junior Engineer.

The Federation was informed that the issue shall be regulated in terms of decisions taken on the similar issue featuring as DC/JCM item No.20/2007.

(Closed)

DE(D&A)

3/2009:D&A Rules (Policy) –Incorrect interpretation of Rule 1322 R-II on the issue of fixation of pay while implementing penalty of reduction to a lower time scale of pay grade, post service stage as per Rule 6 (VI) of R.S.(D&A) Rules, 1968.

It was explained to the Federation that in terms of Rule 1322 R-II (FR 28) in cases of imposition of the penalty of reduction to lower grade/post/scale, the Disciplinary Authority can allow any pay in the lower scale. The only restrictions are that (i) the pay should not exceed the maximum of the lower post/scale and (ii) it should not exceed the stage by operation of Rule 1313. This position has also been upheld by the Hon'ble High Court of Rajasthan in the case of Shyama & Others Vs UOI. Since the issue does not subsist, the item may be closed.

(Closed)

JDE(G)

2/2008: Retention of Railway accommodation at the previous place of posting in favour of staff/officers posted to new zones/divisions.

Instructions regarding new zones have already been issued vide Board's letter No.E(G)2008 QR1-1 dated 22.05.2009. Instructions in respect

of new divisions have also been issued vide Board's letter No.E(G) 2007 QR1-5 dated 26.10.2009.

(Closed)

JDE(IR)

43/2006: Availability of retiring rooms to the members of the Zonal PREM free of charge.

Instructions have already been issued vide Board's Letter No. E(LL)2006/PREM/2 dated 31.10.2008. Item closed.

(Closed)

3/2008: Facilities to the recognized Unions.

This was discussed in a separate meeting by Adv.(IR) with Federation on 05.10.2009. The Record Note of Discussion is under finalization.

JDE(W)

5/2004: Issue of Residential Card Passes to the staff posted in the new zones and divisions.

Discussed and closed.

(Closed)

11/2008: Issue of duplicate ticket in lieu of lost/misplaced/torn/mutilated reserved tickets.

This will be further examined.

18/2009: Validity of Passes/PTOs for travel in Garib Rath Express Trains.

This will be separately discussed with Adv.(IR).

21/2009: Raising of the income ceiling in the matter of granting of privilege passes and PTOs.

Orders have been issued vide Board's letter No. E(W)97 PS 5-1/71 dated 31.08.2009.

(Closed)

SECTION C - SUMMERY

	Total No. of Items	Closed Items	Balance Items
Old Items	42	9	33
Agenda Items	30	11	19
Total	72	20	52
